

# CERTIFICATE OF COMPLETION

THIS CERTIFIES THAT

**Don Abdouch**

License # AZ.#992

HAS EARNED

1.25 CEU Hours on January 3, 2022

BY ATTENDING & COMPLETING

**Consistency - 2021**

This program has been approved for Continuing Education for 1.25 total participant hours by NAB/NCERS  
Approval # 20220503-1.25-A75069-DL



**TOBIN** Reducing Staff Turnover  
Through Placement & Training

**NAB** Automatically Reports  
NABVerify to the NAB CE Registry

**Margaret (Peg) Tobin, RN**  
Founder & President, Tobin & Associates

